

*Department of Energy proudly celebrates*  
**WOMEN'S HISTORY MONTH**

**CELEBRATING**

**WOMEN**

**WHO**

**TELL**

**OUR**

**STORIES**



**PRESENTED BY:**



U.S. DEPARTMENT OF  
**ENERGY**

Office of Economic  
Impact and Diversity

**P♀WER**

Professional Opportunities for Women at Energy Realized



# ***2023 Women's History Month Program***

***"Celebrating Women Who Tell Our Stories"***

**March 28, 2023**

**Time: 12:00 p.m. - 1:00 p.m. ET**



## **Opening**

### **Patricia Zarate**

Deputy Director

Office of Civil Rights and Equal Employment Opportunity

## **Welcome Remarks and Introduction of Secretary of Energy**

### **Shalanda H. Baker**

Director

Office of Economic Impact and Diversity

Secretarial Advisor on Equity

## **Remarks by Secretary of Energy**

### **Jennifer M. Granholm**

Secretary of Energy

## **Message from POWER - Professional Opportunities for Women at Energy Realized and Introduction of Keynote Speaker**

### **Veronica Jackson**

Energy and Environmental Justice Policy Advisor

Office of Economic Impact and Diversity

Deputy Director, POWER Employee Resource Group

## **Keynote Speaker (Via Teams)**

### **Dr. Geraldine (Geri) Richmond**

Under Secretary for Science and Innovation

Department of Energy

## **Introduction of Guest Speaker**

### **Veronica Jackson**

Energy and Environmental Justice Policy Advisor

Office of Economic Impact and Diversity

Deputy Director, POWER Employee Resource Group

## **Guest Speaker (Via Teams)**

### **Kim Graham Lee**

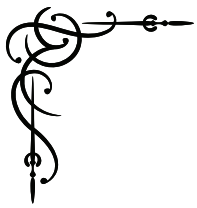
CEO, Integrating Women Leaders Foundation (IWL)

## **Closing Remarks**

### **Patricia Zarate**

Deputy Director

Office of Civil Rights and Equal Employment Opportunity



## *Presidential Proclamation on Women's History Month, 2023*

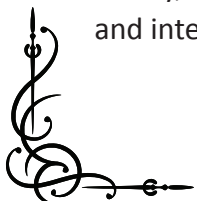
**Issued on: 28 February 2023**

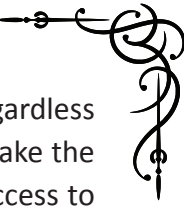
During Women's History Month, we celebrate the countless women who have fought tirelessly and courageously for equality, justice, and opportunity in our Nation. We also reaffirm our commitment to advancing rights and opportunities for women and girls in the United States and around the world. We are mindful that we are building on the legacy of both recognized trailblazers and unsung heroines who have guided the course of American history and continue to shape its future.

The full participation of women is a foundational tenet of democracy. Women — often women of color — have been on the frontlines, fighting for and securing equal rights and opportunity throughout our country's history as abolitionists, civil rights leaders, suffragists, and labor activists. Women continue to lead as advocates for reproductive rights, champions of racial justice, and LGBTQI+ equality. Throughout history, these women have opened the doors of opportunity for subsequent generations of dreamers and doers. As community leaders, educators, doctors, scientists, child care providers, and more, women power our economy and lead our Nation. As first responders and service members, they stand watch over our lives and liberties. As innovators, entrepreneurs, and essential workers in every industry, they represent the very best of America.

But despite significant progress, women and girls continue to face systemic barriers to full and equal participation in our economy and society. Last year, the Supreme Court overturned *Roe v. Wade*, stripping away a constitutional right from the American people and the ability of millions of women to make decisions about their own bodies, putting their health and lives at risk. Disparities persist in economic security, health care, and caregiving responsibilities, especially for women and girls of color. Those who perform critical work, including those who care for our children and our families, are too often overlooked, underpaid, and undervalued.

Ours is the only Nation in the world established upon a profound but simple idea — that all people are created equal. My Administration is committed to upholding that idea and to making its promise real for every American. That is why I created the Gender Policy Council to advance gender equity and equality across the Federal Government. It is why I released the first-ever national gender strategy to promote the rights and opportunities of women at home and abroad, which outlines my Administration's commitment to equal access to education, economic security for women and families, health care, and freedom from gender-based violence. As we implement the Bipartisan Infrastructure Law, the CHIPS and Science Act, and the Inflation Reduction Act, we are working to reduce barriers so that women can access new jobs in sectors where they have been historically underrepresented. I have signed historic legislation to ensure equal protection for pregnant women and nursing mothers in the workplace. And I strengthened and reauthorized the Violence Against Women Act, a major milestone in our ongoing efforts to ensure all people can live free from violence. Finally, in December 2022, I was proud to sign the Respect for Marriage Act and defend the rights of LGBTQI+ and interracial couples.





My Administration will continue to defend reproductive freedom to ensure that all Americans — regardless of their gender, race, ethnicity, sexual orientation, gender identity, or income — have the ability to make the choices that are right for themselves and their families. I have taken executive action to safeguard access to reproductive care, including medication abortion, help ensure women can receive emergency medical care, protect patients’ privacy and access to accurate information about their reproductive rights, and combat discrimination in the health care system. I continue to call on the Congress to pass a Federal law restoring the protections of Roe v. Wade so all women in every State have the right to choose. And my Administration released the first Blueprint for Addressing the Maternal Health Crisis to save lives and address systemic discrimination that many women face every day in our health care system, including women of color, women in rural communities, and women with disabilities.

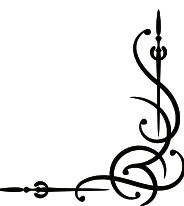
Leading our efforts is the most diverse group of women at the highest levels of Government in United States history, including Vice President Kamala Harris and a record number of female cabinet secretaries. Together with the most diverse set of judges ever nominated to the Federal bench — including Supreme Court Justice Ketanji Brown Jackson — women are seated at every table where decisions are being made.

This month, as we continue our work to advance gender equity and equality, let us celebrate the contributions of women throughout our history and honor the stories that have too often gone untold. Let us recognize that fundamental freedoms are interconnected: when opportunities for women are withheld, we all suffer; and when women’s lives are improved, we all gain. Let us strive to create a Nation where every woman and girl knows that her possibilities know no bounds in America.

NOW, THEREFORE, I, JOSEPH R. BIDEN JR., President of the United States of America, by virtue of the authority vested in me by the Constitution and the laws of the United States, do hereby proclaim March 2023 as Women’s History Month. I call upon all Americans to observe this month and to celebrate International Women’s Day on March 8, 2023, with appropriate programs, ceremonies, and activities. I also invite all Americans to visit [WomensHistoryMonth.gov](https://WomensHistoryMonth.gov) to learn more about the vital contribution of women to our Nation’s history.

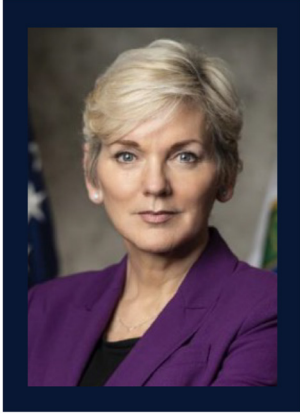
IN WITNESS WHEREOF, I have hereunto set my hand this twenty-eighth day of February, in the year of our Lord two thousand twenty-three, and of the Independence of the United States of America the two hundred and forty-seventh.

JOSEPH R. BIDEN JR.



# ***The Honorable Jennifer M. Granholm***

**16th Secretary of Energy  
U.S. Department of Energy**



Jennifer M. Granholm was sworn in as the 16th Secretary of Energy on February 25, 2021, becoming just the second woman to lead the U.S. Department of Energy (DOE).

Secretary Granholm will lead DOE in helping America achieve President Biden's goal of net-zero carbon emissions by 2050 by advancing cutting-edge clean energy technologies, creating millions of good-paying union clean energy jobs, and building an equitable clean energy future. Secretary Granholm will also oversee DOE's core missions of promoting American leadership in scientific discovery, maintaining the nuclear deterrent and reducing nuclear danger, and remediating the environmental harms caused by legacy defense programs.

Prior to her nomination as Secretary of Energy, Jennifer Granholm was the first woman elected Governor of Michigan, serving two terms from 2003 to 2011.

As Governor, Jennifer Granholm faced economic downturns caused by the Great Recession and meltdown in the automotive and manufacturing sectors. She successfully led efforts to diversify the state's economy, strengthen its auto industry, preserve the manufacturing sector, and add emerging sectors — such as clean energy — to Michigan's economic portfolio. Today, one-third of all North American electric vehicle battery production takes place in Michigan, the state is one of the top five states for clean energy patents, and 126,000 Michiganders were employed in the clean energy sector prior to COVID-19.

Secretary Granholm was also the first woman elected Attorney General of Michigan and served as the state's top law enforcement officer from 1998 to 2002.

After two terms as governor, Jennifer Granholm joined the faculty of the University of California, Berkeley as a Distinguished Professor of Practice in the Goldman School of Public Policy, focusing on the intersection of law, clean energy, manufacturing, policy, and industry. She also served as an advisor to the Clean Energy Program of the Pew Charitable Trusts.

Jennifer Granholm began her career in public service as a judicial clerk for Michigan's 6th Circuit Court of Appeals. She became a federal prosecutor in Detroit in 1990, and in 1994, she was appointed Wayne County Corporation Counsel.

Secretary Granholm, an immigrant from Canada, is an honors graduate of both the University of California, Berkeley and Harvard Law School. She and her husband, Daniel G. Mulhern, have three children.



## ***Dr. Geraldine (Geri) Richmond***

**Under Secretary for Science and Innovation  
U.S. Department of Energy**



Dr. Richmond is currently serving as the Undersecretary for Science and Innovation at the Department of Energy (DOE). In this role she oversees the DOE's Office of Science, the largest federal sponsor of basic research in the physical sciences in the U.S., DOE's applied R&D offices of Energy Efficiency and Renewable Energy, Fossil Energy and Carbon Management, Nuclear Energy, and Electricity as well as 13 of DOE's national laboratories. She is on leave from the University of Oregon where she holds the Presidential Chair in Science and Professor of Chemistry. Her research focuses on laser-based and computational methods to understand the structure and dynamics at liquid surfaces with relevance to environmental and technological interests. She is a member of the U.S. National Academy of Sciences and has received numerous awards including the National Medal of Science. A career-long advocate for underrepresented groups in STEM fields, she is the founding director of a grass-roots organization called COACH that has helped over 25,000 women scientists and engineers in career advancement in the U.S. and in dozens of developing countries around the world. A native of Kansas, Richmond received her B.S. in chemistry from Kansas State University and her Ph.D. in physical chemistry at the University of California, Berkeley.

## ***The Honorable Shalanda H. Baker***

**Director, Office of Economic Impact and Diversity  
Secretarial Advisor on Equity  
U.S. Department of Energy**



The Honorable Shalanda H. Baker is the Director of the Office of Economic Impact and Diversity at the U.S. Department of Energy and Secretarial Advisor on Equity. Prior to her Senate confirmation, she served as the Nation's first-ever Deputy Director for Energy Justice. Before joining the Biden-Harris Administration, she was a Professor of Law, Public Policy, and Urban Affairs at Northeastern University.

She has spent over a decade conducting research on the equity dimensions of the global transition away from fossil fuel energy to cleaner energy resources. She is the author of over a dozen articles, book chapters, and essays on renewable energy law, energy justice, energy policy, and renewable energy development. In 2016, she received a Fulbright-Garcia-Robles research fellowship to study climate change, energy policy, and indigenous rights in Mexico. She is the Co-Founder and former Co-Director of the Initiative for Energy Justice ([www.iejusa.org](http://www.iejusa.org)), an organization committed to providing technical law and policy support to communities on the frontlines of climate change. Her book, *Revolutionary Power: An Activist's Guide to the Energy Transition* (Island Press 2021), argues that the technical terrain of energy policy should be the next domain to advance civil rights.

She received her BS from the United States Air Force Academy and JD from Northeastern University School of Law. She obtained her LLM while serving as a William H. Hastie Fellow at the University of Wisconsin School of Law.



# Kim Graham Lee

CEO

**Integrating Women Leaders Foundation (IWL)**



Kim has over 40 years of diverse business experience including c-level leadership of start-up and growth companies and is a passionate advocate for women in leadership and allyship in the workplace.

For the past 6 years, Kim has served as the CEO of Integrating Women Leaders Foundation (IWL), an Indianapolis-based organization founded in 2010 that is focused on accelerating the advancement of ALL WOMEN to drive individual and organizational growth and impact. Her involvement with IWL began shortly after the organization was founded in 2010 when she was invited to serve on its Board.

IWL is best known for its annual women's leadership conferences and is quickly emerging as a voice of authority in the allyship space. Kim has led the organization's strategic expansion, which includes global and year-long programming and the launch in 2022 of the ALL IN Allyship Summit. Activating men as allies is an important part of IWL's work and a reflection of Kim's passion and thumbprint on the organization. In 2022, Kim also directed the groundbreaking benchmark research focused on "The State of Allyship-in-Action" in corporate America. She co-authored an HBR article highlighting the key learnings from the study.

A marketing graduate from the University of Wisconsin-Eau Claire, she spent the first two decades of her career at Walker, a global marketing and stakeholder measurement research firm. She advanced to Senior Vice President leading client service teams, global marketing and sales, and new product development. Kim drove groundbreaking research and spoke nationally about the importance of stakeholder loyalty and commitment, business integrity, corporate citizenship and corporate reputation.

In 2000, Kim was recruited to the tech sector where she helped blaze trails as a top female leader in the c-suite. Her tours of duty included: Vice President of Corporate Communications & Customer Service for Eviciti, Vice President of Affiliate Relations & Corporate Marketing Communications for LMiV, President of OneBridge, CEO of Vontoo, CMO of Bluelock, and Interim CEO of NPower Indiana.

She pivoted to leadership development in 2013 when she was handpicked to launch a new company called trueU, which offered an innovative leadership development model. The company grew from an idea on paper to a membership-based community of 60+ companies committed to growing their business by growing their people, helping leaders become the best versions of themselves.

Active in the community, Kim is also a co-founder of the Indianapolis chapter of Conscious Capitalism, an international movement of like-minded companies that believe there is a better way to run a business that is focused on the long-term and all stakeholders, not just shareholders. She has served on and led several other national and local boards and has also been recognized for her groundbreaking leadership efforts to build an anti-bullying program at her children's high school before bullying captured the national spotlight.

Kim is proudest of her role as mom to her two children, both in their careers--Brent, a CPA and Program Director, Community Development at Lilly Endowment, and Brittany, Sales Operations Manager, at Guidepoint Security, a global cybersecurity company. She proudly wears her "Grammy" hat with Griffin (4), Adrienne (2), Gabe (1), and Ruby (1 month).

Kim believes that life is an exciting adventure and that every day is truly a gift.



## ***Veronica L. Jackson***

**Deputy Director, POWER Employee Resource Group  
Energy and Environmental Justice Policy Advisor  
Office of Economic Impact and Diversity  
U.S. Department of Energy**



Ms. Jackson has worked at the Department of Energy for six years. She currently works as an Energy and Environmental Justice Policy Advisor for the Office of Economic Impact and Diversity. In her role, Ms. Jackson serves as a Justice40 champion and advisor, ensuring federal investments, government policies and programs promote equity, justice, and sustainability to disadvantage communities that are marginalized, underserved, and overburden by pollution.

She previously worked in NNSA in the Office of Defense Programs and Office of Defense Nuclear Nonproliferation as a Management and Program Analyst, focusing on business operations, training and development and DEIA Initiatives. Ms. Jackson is currently the Deputy Director for POWER (Professional Opportunities for Women at Energy Realized), a Department of Energy Employee

Resource Group whose mission is to foster connections between women and non-binary employees at DOE, while supporting professional and personal growth.

Ms. Jackson has served 20 honorable years in the United States Air Force, half active duty and half reserves; most of her experience surrounds IT, HR and being a mentor to Airmen! She holds a Master of Science in Organizational Development and Change, and a Bachelor of Science in Workforce Education and Development.



## ***Patricia A. Zarate***

**Deputy Director  
Office of Civil Rights and Equal Employment Opportunity  
U.S. Department of Energy**



Ms. Zarate has worked at the Department of Energy for fifteen years. She currently serves as the Deputy Director for Civil Rights and Equal Employment Opportunity.

In her capacity as Deputy Director, Ms. Zarate provides executive direction for the Civil Rights Division; the EEO, Assessment, and Compliance Division; and the EEO Corporate Services and Oversight Division. Ms. Zarate is also responsible for oversight and implementation of the EEO Functional Realignment.

Ms. Zarate is responsible for formulating and executing equal employment opportunity (EEO) policies and practices, overseeing the internal EEO complaint process and external civil rights monitoring and enforcement functions (including discrimination complaints and compliance reviews pertaining to DOE financial assistance recipients), and advising Departmental leaders, managers, and employees of their rights and responsibilities with respect to federal anti-discrimination and anti-harassment laws and regulations. Prior to joining the Department, Ms. Zarate worked as a briefing attorney for the Honorable Nelda V. Rodriguez of the Texas Thirteenth District Court of Appeals.

Ms. Zarate graduated cum laude from St. Mary's University School of Law. She received her B.S.F.S. degree from Georgetown University. Ms. Zarate is licensed to practice law in the State of Texas and the District of Columbia.



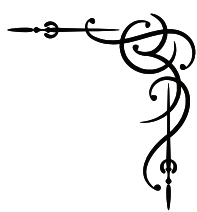
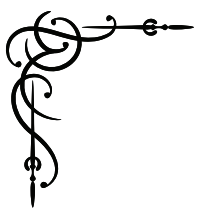
# POWER

## Professional Opportunities for Women at Energy Realized

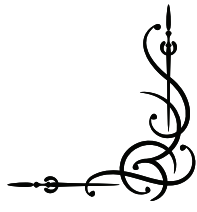
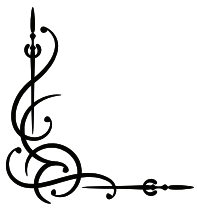
POWER – Professional Opportunities for Women at Energy Realized – is an inclusive Employee Resource Group (ERG) comprised of members of the U.S. Department of Energy’s (DOE) workforce working to promote equality and equitable practices, policies, and programs for women in the workplace. The group exchanges information and best practices on engaging women and girls in the energy sector and works to promote leadership and development opportunities for women at DOE.

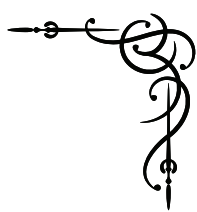
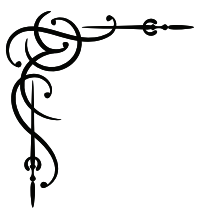
The mission of POWER is to advance and support the professional and personal growth opportunities for women in the workforce. POWER offers Department-wide activities focused on amplifying women’s voices within the Department. Some activities include organizing events featuring female leaders at the Department, providing networking opportunities for members, discussing workplace issues, and supporting other programs at the Department. You can also learn about our work on Powerpedia.

POWER’s membership is open to staff, contractors, interns, and fellows at all DOE locations including National Laboratories and Sites. With several hundred members currently, POWER is continuously looking to grow our membership. If you are interested in joining, please email [POWER@hq.doe.gov](mailto:POWER@hq.doe.gov).

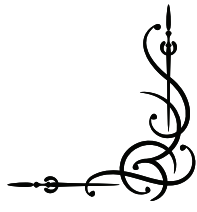
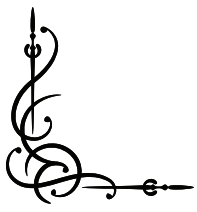


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